

**Middlebury Natural Food Cooperative
Board of Directors Meeting
September 26, 2021**

Board Members Present: Molly Anderson, Ilaria Brancoli Busdraghi, Erin Buckwalter, Nadine canter Barnicle, Ollie Cultrara, Lynn Dunton, Kate Gridley, Samantha Langevin, Tam Stewart, Esther Thomas, Amanda Warren

Board Members Absent: none

Others present: Glenn Lower (GM), Greg Prescott (Store Operations Manager)

Board Monitor (and note-taker): Ilaria Brancoli Busdraghi

Call to Order: Amanda called the meeting to order at 9:03am.

Member-Owner Business – Amanda reported and the Board discussed the ongoing exchange with Ross regarding how member-owner can provide the Board with feedback and suggestions regarding policies.

Molly shared a conversation she had with Paul Ralston about his ideas for solutions towards a more equitable food access in Addison County. She encouraged the rest of the Board to share ideas about what could work culturally and financially.

Esther shared a conversation with a Middlebury college student from the Philippines and a difficult and hurtful exchange they had with a cashier. Glenn will contact the student and then will follow up with the staff.

Approval of Minutes – On a motion by Kate, seconded by Erin, the minutes of August 25, 2021 were amended as written with all in favor and Esther abstaining.

CBLD Contract – Amanda and Kate talked about it during the week (also with Michael Healy) and they recommended the Board to continue with the contract (taking advantage of the Early Bird opportunity). The Board agreed that, especially in light of the search for a new GM, it is not the year “to rock the boat” and that the Board and its officials greatly benefit from access to consultants and all the educational material and workshops. Tam stressed how important the element of continuity is. The Board unanimously agreed to enroll in the CBLD Program for 2022.

GM Report – Glenn and Greg updated the Board about the COVID situation (expiration of Federal Government PTO on September 30th and OSHA’s decisions about national workplace safety regulation) and what possible/probable steps MNFC will have to take. Greg described how he has communicated with the staff to give them a heads-up and a sense of what is likely to come.

The challenges with the supply chain were discussed. Lynn suggested to put something in the newsletter to explain how the suppliers are experiencing the same kind of difficult issues that

most businesses are, especially in terms of personnel. Nadine agreed and stressed how important/useful it is we don't focus on the negative when communicating with the membership. It is not a scarcity issue.

EL 1 and EL 3 – Greg went through his report about EL 3. He got together with Jen and the insurance person. He was happy to see that we carry more coverage than is recommended.

The MNFC is in the process of reviewing the confidentiality policy with the goal of defining more precisely what it means to keep things private. The personnel policy is also being reviewed to make it more clear and detailed.

Kate pointed out that HR has a lot on their plate, with more coming in connection with the GM search. We agreed that we should let Laura know that we are aware of that.

We briefly discussed EL1. Glenn mentioned how the transactions in the store (customers shopping) are slowly picking up and the basket size is slowly decreasing, but it will take time before the numbers are the same to the ones before COVID. Lynn said that it would be interesting and useful to have the average basket size in the monthly GM reports.

Adjournment – At 10:08 the meeting was adjourned on a motion by Nadine seconded by Erin. All voted in favor.

Respectfully submitted by Ilaria Brancoli Busdraghi (very grateful for your patience)